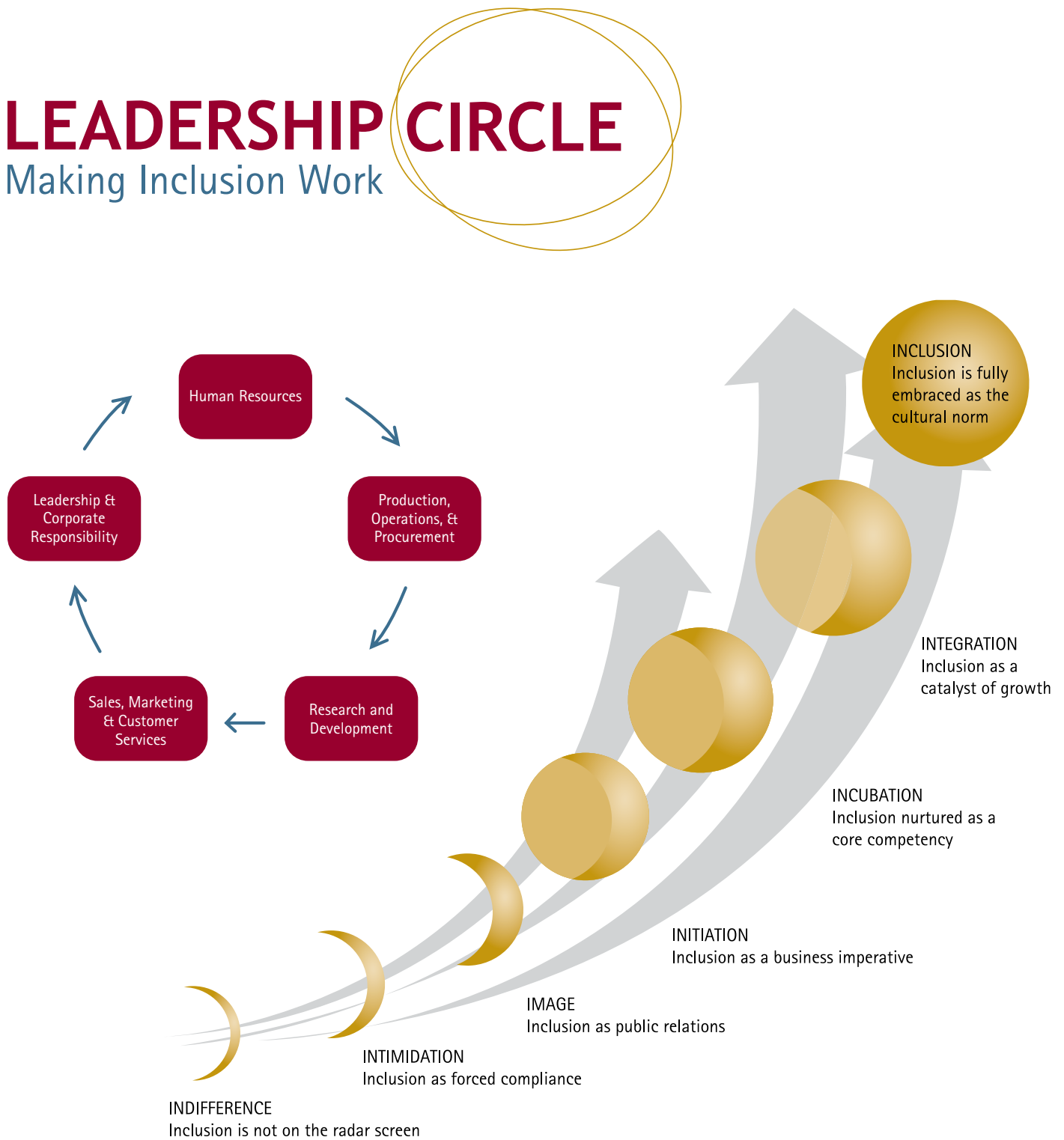


LEADERSHIP CIRCLE

Making Inclusion Work



LEADERSHIP CIRCLE Making Inclusion Work.

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BUILDING A PROFITABLE COMMUNITY OF INCLUSION PARTNERS

Join a committed group of influential and cutting-edge national leaders...

The Aboriginal Human Resource Council launched a successful employer-focused strategy in 2008/2009 to bring Canada's leading inclusion employers together for a **common business goal and social cause**.

The outcome has resulted in the development of the Leadership Circle; an employer leadership program that offers partners new flexibility to build their inclusion strategy and personalize their benefits through a one-year or multi-year agreement.

The program is designed to support the continuous development and delivery of:

- Canada's largest Aboriginal HR Event and Recruitment Fair
- Inclusion products and services that:
 - help organizations climb our Inclusion Continuum -- a seven stage employer roadmap to an inclusive workplace
 - advance Aboriginal skills and business development
 - advance your leadership and corporate social responsibility initiatives
 - become an employer of choice

An improved administrative process now gives partners access to their benefits efficiently through a web-based rewards program.



Renate Poole, Team Lead, Diversity & Compliance, TransCanada

At TransCanada we dream big, think big and do big things. That means we're looking for people who are ready to take on the most significant challenges of their careers and define energy infrastructure in North America.

To do that, we need a diverse workforce which includes Aboriginal talent. The diversity that they add is one of the important elements for our ongoing relationships with both Aboriginal and Non-Aboriginal communities who are strategic to our business.

Inclusion Works '10 is one way TransCanada has successfully sourced Aboriginal talent. Once again, we are proud to be an Inclusion Works sponsor and a Leadership Circle partner.



A ONE-STOP SOLUTION TO CREATE A WORKPLACE OF INCLUSION



LEARNING STRATEGIES

- ***Inclusion Works*** -- Canada's largest Aboriginal HR event and recruitment fair.
- The ***Inclusion Network***: Canada's national Aboriginal job site -- powered in partnership with Workopolis.
- An ensemble of digital products, promising practices and initiatives in organizational transformation and development.
- A rich array of printed and ***online resources*** and news publications/stories.

GROWING MANAGEMENT COMPETENCIES

- ***Mastering Aboriginal Inclusion*** and ***Mastering Aboriginal Inclusion in Mining*** -- online learning, boxed set of five self-study modules, instructor-led training, customized in-house workshops.
- ***Aboriginal Procurement***: online learning, customized in-house workshops.
- ***Green Energy*** -- business opportunities resources.
- ***Inclusion Advisory Services*** -- our professional team can deliver expertise to help you tailor policy, strategy and communication solutions.

EXPANDING EMPLOYEE ENGAGEMENT

- ***Engagement and Assessment Surveys*** -- developed to track your company's growth up the Inclusion Continuum.
- ***Guiding Circles*** -- a career pathing tool for facilitators that combines a traditional Aboriginal Worldview with contemporary career development concepts.
- ***Respectful Workplaces Tools and Training*** -- strategies and insights toward inclusion.
- ***Projects and Research*** -- opportunity to participate in project and research activities and findings.

ADVANCING INCLUSION LEADERSHIP

- ***Leadership Circle Inclusion Think Tank*** -- senior management learning to advance your inclusion leadership.
- ***Organizational Transformation*** -- HR, Corporate Social Responsibility, Leadership, Procurement, Marketing
- Peer learning through an international leadership network.
- Governance opportunities.
- ***Code of Inclusion*** -- a set of guiding inclusion principles.



INCLUSION REWARD BENEFITS...

PRODUCT/SERVICE	QUANTITY	UNIT COST
INCLUSION WORKS		
<i>Inclusion Works</i> registration		\$945
Additional <i>Inclusion Works</i> recruitment fair interview station		\$7,500
Additional <i>Inclusion Works</i> trade show booth		\$1,950
MASTERING ABORIGINAL INCLUSION		
<i>Mastering Aboriginal Inclusion</i> five self-study module boxed set		\$375
<i>Mastering Aboriginal Inclusion</i> one-day workshop (includes modules)		\$995
<i>Mastering Aboriginal Inclusion: Customized In-House Workshop Topics and Webinars</i>		price and delivery tailored to need
<i>Mastering Aboriginal Inclusion in Mining</i> five self-study module boxed set		\$375
<i>Mastering Aboriginal Inclusion in Mining</i> two-day workshop (includes modules)		\$1,195
<i>Mastering Aboriginal Inclusion in Mining</i> one-day workshop (includes modules)		\$995
<i>Mastering Aboriginal Inclusion</i> in-house workshop (group rate)		price and delivery tailored to need
LEADERSHIP CIRCLE INCLUSION THINK TANK		
		\$395
CUSTOMIZED INCLUSION ADVISORY SERVICES		
Expert advisory services in strategy, policy development, communication, branding, corporate social responsibility, leadership, procurement and product positioning.		price and delivery tailored to need
Additional customized services available upon request.		

PRODUCT/SERVICE	QUANTITY	UNIT COST
GUIDING CIRCLES		
<i>Guiding Circles 1: Understanding Yourself</i> two-day workshop (includes 10 booklets)		\$895
<i>Guiding Circles 2: Finding New Possibilities</i> two-day workshop (includes 10 booklets)		\$895
<i>Guiding Circles 1 booklets: Understanding Yourself</i>		\$6
<i>Guiding Circles 2 booklets: Finding New Possibilities</i>		\$6
<i>Guiding Circles</i> in-house workshop		price and delivery tailored to need
INTRODUCTION TO SUCCESSFUL ABORIGINAL PROCUREMENT		
Online Workshop		\$695
Customized in-house, instructor-led workshop		price and delivery tailored to need
THE INCLUSION NETWORK: CANADA'S NATIONAL ABORIGINAL JOB SITE		
<i>Leadership Circle</i> discount job postings and job packs as specific to partnership levels		for pricing, click here
DIGITAL PRODUCT SHELF		
Complete listing of digital products, tools and services available at aboriginalhr.ca (i.e., Business Case for Inclusion, Aboriginal Awareness 101, Self-Identification Insights and Ideas, Creating Respectful Workplaces, Assessment Tools.) New topics added quarterly.		
ADDED VALUE PROPOSITION INCLUSION LEADERSHIP DEVELOPMENT		
Continuous and timely two-way communication with <i>Leadership Circle</i> partners		included
Peer learning		
<i>Personal and professional development</i>		

All prices are subject to change without notice.

Total

All workshops are available in a customized instructor-led, in-house format. Prices to be negotiated, dependent on the level of customization required.

A tailored partnership agreement will be negotiated to match the value of your investment and your needs as a Premiere partner

LEADERSHIP CIRCLE INCLUSION THINK TANK

Inclusion Think Tank: One pass

INCLUSION REWARD PROGRAM

1. Select from all council products and services to help you achieve your inclusion goals

INCLUSION NETWORK

Inclusion Network online job posting (expiry - one year following the date of the agreement)

INCLUSION WORKS

One deluxe pass to <i>Inclusion Works</i>	●	●	●	●	●	●	●	●
Interview station at the <i>Inclusion Works</i> recruitment fair	2	2	1	1	1	1	1	1
Recruitment Fair graduate portfolio booklet	2	2	1	1	1	1	1	1
Tradeshaw booth at <i>Inclusion Works</i>		premium location						
Logo recognition on the council's website (homepage, about the council, <i>Leadership Circle</i> program, <i>Inclusion Works</i> event page)	●	●	●	●	●	●	●	●
Logo recognition on signage recognizing all partners in the <i>Inclusion Works</i> event registration area	●	●	●	●	●	●	●	●
Logo recognition on back cover of the <i>Inclusion Works</i> program and final report	●	●	●	●	●	●	●	●
Logo recognition on a partnership <i>Inclusion Works</i> program insert	●	●	●	●	●	●	●	●
Logo recognition for all category partners - signs placed strategically at <i>Inclusion Works</i> during the daily portion of the event	3 signs		2 signs		1 sign			
Logo recognition on the partnership loop projected on a large screen at <i>Inclusion Works</i>	●	●	●	●	●	●	●	●
Verbal recognition at the podium at the beginning of each day in the first plenary session of <i>Inclusion Works</i>	●	●	●	●	●	●	●	●
Message in <i>Inclusion Works</i> final report	●	●	●	●	●	●	●	●
Ad in <i>Inclusion Works</i> program	1/3 page		1/8 page					
Opportunity to provide pre-printed or digital material in the <i>Inclusion Works</i> delegate kits	up to 5 pages		2 pages					
A web podcast/marketing tool featuring your senior leader highlighting your company's commitment to inclusion	●	●	●	●	●	●	●	●
Logo recognition on all email marketing pieces promoting <i>Inclusion Works</i>	●	●	●	●	●	●	●	●

20% OFF 15% OFF 10% OFF

\$10,000 \$5,000 \$3,000 \$2,000

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**Aboriginal Human
Resource Council**

connections – partnerships – solutions